



NORTH CAROLINA
DEPARTMENT OF PUBLIC SAFETY
PREVENT. PROTECT. PREPARE



WE CARE

**WELLNESS EDUCATION COMMITTED TO
ASSISTING AND REACHING OUR EMPLOYEES**

WE CARE - DEFINED

WE CARE - Wellness Education Committed to Assisting and Reaching our Employees.

- A philosophy created by the North Carolina Department of Public Safety (NCDPS) to address employees' overall wellness.
- Coordinated and supported by the NCDPS Employee Wellness and Resilience Committee.



WE CARE - PURPOSE

WE CARE seeks to provide all NCDPS employees with positive reinforcements through multiple avenues, and to offer support when employees face adverse situations, professionally or personally.



WE CARE - MISSION

- ▶ To offer physical, mental, and emotional support to all NCDPS employees during adverse situations, and
- ▶ To provide opportunities to address issues that may impact their job performance, career development and well-being.

WE CARE for the whole person!



WE CARE - VISION

**To create a positive and caring work environment for all NCDPS employees
(WE CARE)!**

WE CARE – AREAS OF FOCUS

- ▶ **PHYSICAL WELLNESS**
- ▶ **MENTAL WELLNESS**
- ▶ **EDUCATION**
- ▶ **LEADERSHIP**



WE CARE INITIATIVES

PHYSICAL WELLNESS

OSDT Fitness Instructor Training Program: provides the training and skills required for Instructors to conduct the Correctional Officer Physical Abilities Test (COPAT).

- Instructors are introduced to fitness and wellness as they relate to the COPAT Assessment and essential job functions.
- Instructors learn about coronary risk factors and cardiovascular health, human anatomy, exercise safety, flexibility training, nutrition training and behavior change as they relate to the overall physical fitness.



WE CARE INITIATIVES

PHYSICAL WELLNESS

OSDT Wellness Instructor Training Program: provides training and skills necessary for Field Instructors to deliver In-service Employee Fitness and Wellness training.

- Instructors are introduced to fitness and wellness as they relate to coronary risk factors and cardiovascular health, human anatomy, exercise safety, flexibility training, nutrition training and behavior change.
- Instructors also learn how to develop a Wellness Program at their respective work locations which assists NCDPS employees in meeting their wellness goals and essential job functions.



WE CARE INITIATIVES

MENTAL WELLNESS

Question, Persuade, Refer (QPR) Gatekeeper Suicide Prevention Training Program: teaches NCDPS employees how to recognize a potentially fatal mental health emergency among co-workers, friends and family, and how obtain immediate help for that at-risk person.

- Training is coordinated by OSDT and delivered by Cardinal Innovations Healthcare.
- Approximately 1680 NCDPS personnel statewide have attended QPR training from July 2014 to April 2016.



WE CARE INITIATIVES

MENTAL WELLNESS

Question, Persuade, Refer (QPR) Gatekeeper Suicide Prevention Training Program - 2016 Schedule:

- MAY 04 & 05, 2016 - NCDPS SAMARCAND TRAINING ACADEMY, 3600 SAMARCAND ROAD, JACKSON SPRINGS NC, ACADEMIC BUILDING, AUDITORIUM**
- JUNE 06 & 07, 2016 - PIEDMONT COMMUNITY COLLEGE, 1715 COLLEGE DRIVE, ROXBORO NC, CLASSROOM # D101**
- JULY 13 & 14, 2016 - JULY 13 @ SOUTHWESTERN CC IN SYLVA NC & JULY 14 @ ASHEVILLE- BUNCOMBE TECH, ASHEVILLE NC (CLASSROOM TBD)**



WE CARE INITIATIVES

MENTAL WELLNESS

Corrections Fatigue to Fulfillment Training Program (CF2F)

This eight-hour, end-user training program is available to all DACJJ employees on a voluntary and monthly basis at all OSDT regional training centers. This curriculum is offered in specific versions for each of the key disciplines within DACJJ (Community Corrections, Juvenile Justice, and Prisons).

- Defines “Corrections Fatigue” and presents strategies for countering its negative effects.**
- Training provides staff with the self-awareness, knowledge and skills to obtain professional fulfillment and personal growth.**
- Staff can register for the training via LMS by searching “CF2F”.**



WE CARE INITIATIVES

NC Military Pipeline: an initiative to transition veterans leaving military service into positions with NCDPS, focusing on Correctional Officer and Highway Patrol employment.

- NCDPS representatives attend hiring events at military bases where active-duty service members can apply and interview for NCDPS employment.
- Qualified individuals may receive same-day conditional employment offers.
- Correctional Officer Physical Abilities Test (COPAT) is waived and other parts of the hiring process are streamlined.
- Service members can attend Basic Correctional Officer training (on-post/on-duty) prior to military separation.
 - * Significant cost savings for NCDPS (payroll, per diem, uniforms, facilities).
 - * Employee is certified prior to beginning work.
 - * Financial strain on new employee greatly reduced during transition.
 - * Keeps prior military members in NC rather than them leaving the state.

WE CARE INITIATIVES

NCDPS Apprenticeship Program: This program provides an incentive for veterans to work for NCDPS and may assist the agency in retaining them for the first two years with the intent of them becoming a career employee.

- Participants may receive VA educational benefits (GI Bill) in addition to regular salary contingent upon veteran accepting employment as a Correctional Officer or State Trooper trainee.
- Estimated VA benefit (nontaxable, paid directly from VA to veteran) is as much as \$18,000 during first 24 months of service. Prisons employees should speak with their facility Career Readiness Coach for additional information.



WE CARE INITIATIVES

EDUCATION

Academic/Educational Pathways - NCDPS Staff

Wake Technical Community College

- 9 SHC for BCO completion toward AAS in CJ degree.

NC Community College System

- Is currently developing a statewide articulation agreement between DPS and the 56 NC Community Colleges.

North Carolina Wesleyan College

- Approximately 40 DACJJ employees currently enrolled online.



WE CARE INITIATIVES

EDUCATION

Academic/Educational Pathways - NCDPS Staff

Columbia Southern Univ. & Waldorf Univ. (100% online)

- 6 SHC for BCO completion toward Bachelor's degree.**
- Textbooks provided at no cost to employee.**
- Significant tuition reduction / No application fee.**

North Carolina Central University

- Is currently developing a statewide articulation agreement between DPS OSDT and NCCU.**



WE CARE INITIATIVES

EDUCATION

Academic/Educational Pathways - NCDPS Staff

Methodist University

- Master of Justice Administration program consists of 36 credit hours, or a total of 12 courses.
- Students attend three 15-week terms each year, taking two classes per term
- Classes are held at the NC Justice Academy - East Campus (Salemburg) and NC Justice Academy - West Campus (Edneyville). Classes meet Friday evenings through Sunday afternoons, one weekend per month during the course of the term.



WE CARE INITIATIVES

EDUCATION

Kaplan University - DPS Program, Degrees Offered:

- 2 Associate degrees offered (AAS in Criminal Justice and Criminology and AAS in Public Safety and Security)
- 5 Bachelor degrees (BS in Corrections, BS in Criminal Justice, BS in Fire and Emergency Management, BS in Human Services Administration and BS in Psychology – Addictions).
- Costs (undergraduate programs only) Tuition: \$199/quarter credit, Books: included, Technology fees: waived (normally \$295/term), Can withdraw in first 3 weeks of first term with no financial commitment).



WE CARE INITIATIVES

EDUCATION

Kaplan University - DPS Program, Credit Offered:

- Credit for BCOT: 17 quarter credits**
- Credit for Train-the-Trainer: 4 additional quarter credits**
- Military & veterans: review military training for applicability for Experiential credit**
- Open courses always available**
- 20 courses self-taught, only fees are the ones charged to Kaplan and Include life skills (financial management) and basic skills (math)**



WE CARE INITIATIVES

EDUCATION

Kaplan University - Personal Financial Management Online Course:

- This self-paced, undergraduate course teaches the importance of good financial planning, financial goal-setting and how to create financial statements and prepare budgets.
- **COURSE AT A GLANCE** - divided into four (4) modules:
 1. The Financial Planning Process
 2. Consumer Credit
 3. Insurance, Investments, and Savings
 4. Retirement and Beyond
- **PRICE: FREE!!**



WE CARE INITIATIVES

LEADERSHIP

NCDPS ACJJ Institute for Credible Leadership Development (ICLD)

- Dedicated to leadership development of ALL DACJJ employees.
- Facilitates use of 21st century professional leadership practices throughout NCDPS DACJJ.
- Addresses relevant topics and presents proven theories, allowing the employee to practice and master concepts and skills to promote organizational excellence and positive community outcomes.
 - * 120 total training hours.
 - * Two (2) phases consisting of twenty-seven (27) modules.
 - * Five (5) required supplemental readings.



WE CARE INITIATIVES

LEADERSHIP

ICLD Phase I: Foundation & Principles (60 Hours)

1. Leadership Principles
2. Lincoln on Leadership – Supplemental reading: “*Lincoln on Leadership: Executive Strategies for Tough Times*” by Donald T. Phillips
3. First Line Supervision
4. Mid-Level Supervision
5. Leadership and Ethics for Law Enforcement
6. Leadership and Change
7. Personal Leadership

WE CARE INITIATIVES

LEADERSHIP

ICLD Phase I: Foundation & Principles (60 Hours) cont'd

- 8. It's Your Ship – Supplemental reading: *"It's Your Ship: Management Techniques from the Best Damn Ship in the Navy"* by Captain D. Michael Abrashoff**
- 9. Leadership Theories and DiSC Styles (Decision-making)**
- 10. Leadership & Power**
- 11. Active Listening**
- 12. Effective Communication**
- 13. Military Leadership**



WE CARE INITIATIVES

LEADERSHIP

ICLD Phase II: Theories & Practices (60 Hours)

- 14. Founding Fathers on Leadership – Supplemental reading: *“The Founding Fathers On Leadership: Classic Teamwork In Changing Times”* by Donald T. Phillips
- 15. Generations
- 16. It’s Our Ship – Supplemental reading: *“It’s Our Ship: The No-Nonsense Guide to Leadership”* by Captain D. Michael Abrashoff
- 17. Emotional Intelligence
- 18. Good to Great
- 19. Proactive Communication



WE CARE INITIATIVES

LEADERSHIP

ICLD Phase II: Theories & Practices (60 Hours) cont'd

20. Conflict Management

21. Cultural Sensitivity

22. Action Leadership

23. Reflective Leadership

24. Start With Why – Supplemental reading: “*Start With Why: How Great Leaders Inspire Everyone To Take Action*” by Simon Sinek

25. Legacy Leadership

26. Succession Planning

27. Human Capital Management



WE CARE INITIATIVES

The Correctional Peace Officers (CPO) Foundation:

- A national, non-profit charitable organization created in 1984.
- Membership open to Prisons, Probation and Juvenile Justice employees.
- Primary function is to preserve and support families who suffer a Correctional Officer Line of Duty Death (LODD).
- Disaster assistance is also available.
- Additional information can be obtained via: <http://cpof.org>

WE CARE INITIATIVES

Miscellaneous Resources – Housing

- ▶ **The North Carolina Housing Finance Agency - offers programs to assist home buyers and provides funding for rehabilitation and repair for low-income homeowners through local groups. Additional information can be obtained via: <http://nchfa.com/Homebuyers/index.aspx>**
- ▶ **US Department of Agriculture (USDA) - Rural Development operates over fifty financial assistance programs for a variety of rural applications. Additional information can be obtained via: <http://www.rd.usda.gov/programs-services>**



WE CARE SUMMARY

**Additional information concerning
WE CARE and related content can be
located via:**

<https://www2.ncdps.gov/Index2.cfm?a=000002,003100>